



HEADQUARTERS

95TH DIVISION (IT) STAFF UPDATE

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Articles published in this bulletin contain notices that are informational, advisory or directive. Official notices are orders of this command. Items in this bulletin are temporary. Policy must be published in 95th Division (IT) Command Circulars, Supplements or Regulations.

Proponent office for this publication is the SGS. Comments and suggested improvements can be forwarded by memorandum to this Headquarters, ATTN: AFRC-TOK-SGS, or by telephone to 405-419-8370. **If extra copies are needed, local reproduction is authorized.**

95th Division (IT) Commander

This article is generally used to share with the Command observations and thoughts that I have regarding our Division and the Art of Soldiering. However, this month, I must offer to you an explanation of the serious funding problem the Division is experiencing, and what we as a Division are doing to enable our units and soldiers to perform their Annual Training (AT) missions. It is hoped that by the time many of you read this we will have made substantial headway in securing the funding necessary to fulfill our AT mission responsibilities.

During the last couple of months, the Division has not had adequate AT/Special OMAR funding to meet its mission obligations. We first suspected this situation in May, substantiated it in June and validated it at the Division WPBAC and SPBAC on 15 JUL 00. Based upon the Brigades' input and the Division Staff's analysis, we submitted to USARC an additional FY00 Unresourced Requirement (URR) of \$663K in AT, \$223K in Special and \$250K in OMAR for AT mission essential requirements and statutory AT only. We identified over 1000 soldiers, as of 24 JUL 00 that had performed less than 5 days of AT—so far in FY 00. As of 30 JUL 00, thorough the remarkable efforts of our FTS, the 90th RSC, and USAR we have been able to identify funds to cover up to \$400K of the AT URR and \$187K of the Special URR. This has enabled us to fund AT mission essential requirements through August. We are not out of the jungle yet, but we are working on it. That is why I had to direct that all orders, other than AT mission essential and higher headquarters directives, be revoked—effective 17 JUL 00, from the end of the FY forward—to fund AT mission essential requirements in IET and TASS that were to be conducted in July. That is also why many of you may have had little notice of the revocation of your Orders, during that period. We remain in a situation where the Division still does not have funds identified to complete the FY AT mission requirements. I am confident however, that working together as a team, at all levels of the Command, we will be able to successfully fund our needs through to 30 September.

We will be initiating, with USARC's assistance, a review of how the Division got into this situation. All the more reason to assure that the tenants of the draft 95th DIV (IT) REG 5-1 and the budget resourcing requirements be adhered to. Responsibility, Accountability and Measurements will be monitored. I request your assistance in getting us through the balance FY 00, and in the building and implementation of the FY 01 budget and management processes which will prevent this type of situation in the future. I apologize for the many inconveniences this may have caused your sections, commands, families and employers. In critical times critical decisions have to be made, and I have made them. If relief comes, we will

certainly fund as many of the MSU and Div HQ requirements, in the order they were prioritized, by the SPBAC, as possible. Until then, no non-AT mission essential orders are authorized unless approved by the Chief of Staff or myself.

This is the type of report to the field that a Commander finds most difficult, but it is one that each of you deserves, so as to have the facts of our situation,

and to know what your leadership is doing to resolve it.

Victory Team!

BG Robert S. Silverthorn Jr.

Any personal information is of official use within the Command and except as required by law, will not be furnished to any commercial enterprise company, representative, nor organization or agency outside the Department of Defense. Protection will be given this information as provided for in AR 340-17 and AR 340-21.

CG OPEN DOOR POLICY APPOINTMENTS

The Commanding General is available, at Division Headquarters, on Friday's prior to normally scheduled drill weekends, from approximately 1115 to 1830 CDT. Any civilians or soldiers that would like to exercise the Commanding General's Open Door Policy may make an appointment with the SGS to meet with him during these hours. Other appointment times and dates are also available through CPT Branch (405) 419-8370.

Assistant Division Commander for Operations Reinforcement Training Units (RTUs)

A tool to help 95th Division (IT) units with retention of quality soldiers is the Reinforcement Training Unit (RTU). The RTU is not a new concept; however, the RTU now has an office in the 95th Division (IT) Headquarters.

The RTU provides an opportunity for reserve soldiers to take part in volunteer, non-pay training for retirement point credit only. Members attend a MUTA 4 drill weekend (in uniform), remain eligible for SGLI benefits, commissary privileges, etc. This opportunity is tailored to soldiers who for example have been promoted out of a slot, have had a job transfer, or are trying to decide about getting out (IRR) or staying in the reserves.

For more information on the RTU, contact the Command Retention Officer, CPT Hooten at 1-800-427-6995.

Victory Team!

BG Douglas O. Dollar

Division Command Sergeant Major Ready...Set...Go?

Taking care of our soldiers begins with getting them scheduled in ATRRS for required courses. Whether it is PLDC to attend Drill Sergeant School, BFITC for Instructors, MOSQ courses or NOCES Phase courses for conditional promotions, these courses have to be inputted and the scheduled soldier prepared to attend this course.

I have reviewed many of the battalion Order of Merit Lists being submitted as part of the Focus 2000 CSM Tools package. In too many situations soldiers are not being scheduled to attend required career development training. Failure to schedule your soldiers in a timely manner not only effect unit readiness but will impact retention as well.

First Line Leaders, First Sergeants, Area Managers and Command Sergeants Major need to be reviewing OML's on a monthly basis to insure our soldiers are scheduled for training, pre-requisite training is given and the soldier meets all criteria for course attendance.

Note: Higher headquarters is reviewing Focus 2000 CSM Tools on all command visits!

Victory Team!

CSM Garry L. Carter

DCSLOG – COL SCHACHT

Report of Survey (ROS)

AR 735-5, Policies and Procedures for Property Accountability and 95th Division (IT) REG 700-1, Logistics provide guidance in accounting for lost, damaged, and destroyed property, including the conduct of Reports of Survey investigations.

The primary purpose of ROS investigations is to determine responsibility and if appropriate financial liability for the loss, damage, and destruction of property listed on the ROS. The investigation is mandated to be detailed, and impartial. The designated survey officer for a specific ROS shall provide the approving authority with findings and recommendations.

The 95th Division (IT) DCSLOG ROS Manager is LTC Edgar A. Denning, Jr. It is his responsibility to provide oversight support to the Division Command. For further question and/or concerns please call (405) 419-1634.

DCSOPS – LTC DuRANT

Unit Status Report (USR)

The CG has indicated that he wants our units to submit the USR quarterly as opposed to semi-annually. All Brigades/separate units submitted a USR for the 15 Jul 00 reporting period. USARC is requiring a 15 Aug 00 mock USR report using the new T Rating standard to ensure all MSCs are reporting correctly. 15 Oct 01 is the first USR that we will formally report USR with new T Ratings. POC is MAJ Cogburn or MSG Horner.

Pre-command Course

Ft McCoy offers company and battalion commander pre command courses. Instructors from Ft McCoy can come to our site to teach a company or battalion commander course. Additionally, they offer a VTC course eight times a year for the

company commander course. POC is LTC Benoit.

FY 01 IET Missions

The 95th Division is currently tasked to perform 6 BCT cycles at Fort Sill in FY 01. There is a possibility of getting one more BCT cycle at Fort Knox. POC is MAJ Cogburn.

FY 01 IET Mission (by cycle)

Unit	Location	Event	Start Date
1 st Bde	Ft Sill, OK	BCT	4 Jun, 18 Jun, 13 Aug
2 nd Bde	Ft. Sill, OK	BCT	11 Jun, 25 Jun, 20 Aug

FY 01 ROTC Missions

FY 01 mission is three cycles of 53 soldiers each for the machine gun committee. FY 02-04 mission is three cycles of 32 soldiers each for the NBC committee. POC is MAJ Cogburn.

Personnel Security Management – Security Clearances

The moratorium on periodic reinvestigations (PR) for security clearances was lifted by HQDA in Oct 99. Guidance on the new procedures for submitting PRs went out to the field in Nov 99. To date, the updating of security clearances has been going at a slow pace, division-wide. Many soldiers need to have their security clearance updated but the numbers submitted to date represent a small fraction of the total number required throughout the Division.

The PRs are submitted based on the following time frames: Top Secret clearances are valid for five years, Secret clearances are valid for ten years, and Confidential clearances are valid for 15 years. The date to use in determining when these time frames begin is the “Date Investigation Completed” as indicated on the soldier’s DA Form 873. A PR should be submitted for all officers/warrant officers. For enlisted soldiers, a PR should be submitted only for those soldiers who have a PMOS, SMOS, or AMOS that requires a security clearance. A PR should also be submitted for those enlisted soldiers whose duties require them to have access to classified information.

Soldiers must use the electronic security personnel questionnaire (EPSQ), Standard Form 86, when submitting for a security clearance, whether it is an initial request or a periodic reinvestigation. You cannot use a Forms Flow generated SF86 or any other similar type of program. The EPSQ automated program, comprising of a Security Officer Edition and a Subject Edition, has also been sent to the field through the Brigades. Units should use the 2.1.1 version of the EPSQ. Both editions are available from the DSS web site at URL: <http://www.dss.mil>. Individual soldiers will use the Subject edition to complete the EPSQ SF86. The Security Officer program is to be used only by the Unit Security Manager.

Additional information is available from MSG Horner or MSG Dees, Division Security Managers, at 1-800-427-6995, ext. 242 or 405-419-1642.

Mission Support Process Action Team (MSPAT)

A Mission Support Process Action Team (MSPAT) meeting will occur at 95th Division (IT) Headquarters in Oklahoma City, OK on 03 OCT 2000. The purpose of the MSPAT will be to address issues concerning Logistics support, 156-R Processing/ equipment support, TASS Site Support Team issues and other related matters affecting 95th Division (IT) classes.

The meeting will be conducted by the DCSLOG with assistance from the DCSOPS.

ATRRS Symposium & NTCC

An Army Training Requirements and Resources System (ATRRS) Symposium and National Training Coordination Conference (NTCC) occurred at the Hilton Alexandria Mark Center Hotel, 5000 Seminary Road, Alexandria VA on 31 JUL – 06 AUG 00. The TASS BDE SSAs, Mr. Oliveras and MAJ McMillan attended.

Regional Training Coordination Conference (RTCC)

The RTCC was conducted at the Crowne Plaza Hotel in Dallas, TX on 17 - 21 JUL 00. The conference was hosted by the TRADOC Integration element (TIE) at Ft. Sill, OK and addressed issues that will directly affect training in Region F. The BDE SSAs, SOTS and BN UAs, LTC DuRant, MAJ McMillan, Mr. Oliveras and CPT Quartullo (DCSOPS) attended from the Division Headquarters.

Institutional Training Scheduling Workshop (ITSW)

The Crowne Plaza Hotel in Dallas, TX will host the ITSW scheduled for 04 - 09 FEB 01 (Council of Colonels: 10 - 11 FEB). On 18 APR 00, the site was approved by LTC Gardner. The hotel representatives, Mr. David Ramcharan and Ms. Laurie Coles, forwarded a "Letter of Intent" the week of 24 APR 00. After a meeting in DCSOPS, addressing contracting concerns for the conference, the letter was signed on 21 JUN 00. A follow-up meeting will be conducted on 15 AUG 00 at the Crown Plaza with LTC Gardner (USARC-DCSOPS), Ted Jendusa (84th DIV SOTO), Tom Gouveia (104th DIV SOTO), James McGuire (80th DIV SOTO), Mr. Oliveras and CPT Quartullo (DCSOPS).

DCSIM – COL JAWORSKY

Access To Official E-mail From Home

USAR personnel can now gain access to their USARC Exchange e-mail account using their web browser while connected via your local internet service provider account (ISP). If you can browse the internet you can read your official e-mail. Your web browser will need to support 128 bit encryption.

If you are using Internet Explorer you can easily upgrade the encryption if it is less than 128 bit encryption. You can determine the level of encryption in Internet Explorer by selecting "Help" and selecting "About Internet Explorer". Then read the "Cipher Strength" entry. If it is less than 128-bit, select the "Update Information" to download and install 128-bit encryption.

To access your e-mail enter the address, or URL, for the USAR Outlook Web Access web page: [HTTP//OWA-USARC.ARMY.MIL](http://OWA-USARC.ARMY.MIL). The first time you go to this site you will get a security alert. Select the "yes" button at the bottom to proceed. Next you will need to select the "first time users [click here](#)...." below the Log On entry follow the instructions on the next page to obtain a security certificate. You only need to do this once. Then you just select the "Back" button at the top left to log on. At the "Log On" box enter your e-mail alias (JoeGI), your username including the domain and your NT password (Gulfcoast\JoeGI, password: *****) in the appropriate boxes. Then you should be able to read your e-mail. You just need to be sure to Log Off, select the icon at the bottom of the frame on the left (it may not be visible without

scrolling down in the left frame), and exit your browser when you finish your e-mail session.

This is really not as hard as it sounds. A set of instructions with screen shots is available at the bottom of the Log On page. To access your e-mail this way you will need a Gulf-coast account and USARC e-mail account. To set up accounts or get assistance in setting this up contact the DCSIM help desk at (405) 419-1671 or 1632.

This notice constitutes mandatory quarterly notification of 95th Division (IT) personnel regarding ISS monitoring.

1. TELEPHONE OR COMMUNICATIONS

DIRECTORY NOTICE. All users of government telecommunications systems must be notified that such use constitutes consent to telecommunications security monitoring. Accordingly, the following notification is mandatory and must be displayed on the front cover or prominently within the general information section of all official telephone or communications directories.

ATTENTION!

DO NOT PROCESS, STORE OR TRANSMIT CLASSIFIED INFORMATION ON NONSECURE TELECOMMUNICATIONS SYSTEMS. OFFICIAL DOD TELECOMMUNICATIONS SYSTEMS - INCLUDING TELEPHONES, FACSIMILE MACHINES, COMPUTER NETWORKS, AND MODEMS - ARE SUBJECT TO MONITORING FOR TELECOMMUNICATIONS SECURITY PURPOSES AT ALL TIMES. USE OF OFFICIAL DOD TELECOMMUNICATIONS SYSTEMS CONSTITUTES CONSENT TO TELECOMMUNICATIONS SECURITY MONITORING.

2. TELEPHONE MONITORING DECAL.

- a. DD Form 2056 must be applied to the front of all telephones (except tactical telephones).
- b. USARC Label 2-R, must be applied to the front of all Secure Telephone Units (STUs). (A DD Form 2056 may be used, however, the banner at the top of the form containing the words "DO NOT DISCUSS CLASSIFIED INFORMATION" must be removed or obliterated.)
- c. DD Form 2056 must be applied to the front of all data facsimile devices except those that are an integral part of another device (for example a facsimile card in a personal computer).

3. COMPUTER LOGON WARNING BANNERS.

a. Networked Computers. All computers, to include notebook/laptop computers, attached or accessible through government owned or leased telecommunications networks must display the following banner. (NOTE: The warning banner is not required for computers that are an integral portion of a tactical weapons system, electronic personnel access control system, or intrusion detection system).

ATTENTION!

THIS IS A DOD COMPUTER SYSTEM. BEFORE PROCESSING CLASSIFIED INFORMATION, CHECK THE SECURITY ACCREDITATION LEVEL OF THIS SYSTEM. DO NOT PROCESS, STORE, OR TRANSMIT INFORMATION CLASSIFIED ABOVE THE ACCREDITATION LEVEL OF THIS SYSTEM. THIS COMPUTER SYSTEM, INCLUDING ALL RELATED EQUIPMENT, NETWORKS AND NETWORK DEVICES (INCLUDES INTERNET ACCESS) ARE PROVIDED ONLY FOR AUTHORIZED U.S. GOVERNMENT USE. DOD COMPUTER SYSTEMS MAY BE MONITORED FOR ALL LAWFUL PURPOSES, INCLUDING TO ENSURE THEIR USE IS AUTHORIZED, FOR MANAGEMENT OF THE SYSTEM, TO FACILITATE PROTECTION AGAINST UNAUTHORIZED ACCESS, AND TO VERIFY SECURITY PROCEDURES, SURVIVABILITY, AND OPERATIONAL SECURITY. MONITORING INCLUDES, BUT IS NOT LIMITED TO, ACTIVE ATTACKS BY AUTHORIZED DOD ENTITIES TO TEST OR VERIFY THE SECURITY OF THIS SYSTEM. DURING MONITORING, INFORMATION MAY BE EXAMINED, RECORDED, COPIED AND USED FOR AUTHORIZED PURPOSES. ALL INFORMATION, INCLUDING PERSONAL INFORMATION, PLACED ON OR SENT OVER THIS SYSTEM MAY BE MONITORED. USE OF THIS DOD COMPUTER SYSTEM, AUTHORIZED OR UNAUTHORIZED, CONSTITUTES CONSENT TO MONITORING. UNAUTHORIZED USE OF THIS DOD COMPUTER SYSTEM MAY SUBJECT YOU TO CRIMINAL PROSECUTION. EVIDENCE OF UNAUTHORIZED USE COLLECTED DURING MONITORING MAY BE USED FOR ADMINISTRATIVE, CRIMINAL, OR OTHER ADVERSE ACTION. USE OF THIS SYSTEM CONSTITUTES CONSENT TO MONITORING FOR ALL LAWFUL PURPOSES.

b. Stand-alone Systems. The following warning banner will be displayed upon start-up on all stand-alone systems.

ATTENTION!

THIS IS A DOD COMPUTER SYSTEM. BEFORE PROCESSING CLASSIFIED INFORMATION, CHECK THE SECURITY ACCREDITATION LEVEL OF THIS SYSTEM. DO NOT PROCESS OR STORE INFORMATION CLASSIFIED ABOVE THE ACCREDITATION LEVEL OF THIS SYSTEM. THIS COMPUTER SYSTEM, INCLUDING ALL RELATED EQUIPMENT, IS PROVIDED ONLY FOR AUTHORIZED U.S. GOVERNMENT USE. DOD COMPUTER SYSTEMS MAY BE MONITORED FOR ALL LAWFUL PURPOSES. DURING MONITORING, INFORMATION MAY BE EXAMINED, RECORDED, COPIED AND USED FOR AUTHORIZED PURPOSES. ALL INFORMATION, INCLUDING PERSONAL INFORMATION, PLACED ON THIS SYSTEM MAY BE MONITORED. USE OF THIS DOD COMPUTER SYSTEM, AUTHORIZED OR UNAUTHORIZED, CONSTITUTES CONSENT TO MONITORING. UNAUTHORIZED USE OF THIS DOD COMPUTER SYSTEM MAY SUBJECT YOU TO CRIMINAL PROSECUTION. EVIDENCE OF UNAUTHORIZED USE COLLECTED DURING MONITORING MAY BE USED FOR ADMINISTRATIVE, CRIMINAL OR OTHER ADVERSE ACTION. USE OF THIS SYSTEM CONSTITUTES CONSENT TO MONITORING FOR ALL LAWFUL PURPOSES.

DCSPER – COL KOPSKY

Soldier Accessioning and Readiness

Prior service soldiers seeking positions in our Troop Program Units (TPU) should be given every opportunity for assignment. These soldiers bring their experience, technical knowledge and leadership to the program. It is vital that unit commanders make every effort to accept these qualified soldiers and ensure they are able to enhance unit readiness. A MOS trained soldier is a greater asset than a soldier who wants to change MOS because the opportunity is not there. If there are no authorizations for the MOS, then the soldier can be assigned a “will train” position provided the soldier meets the requirements of AR 611-201 for award of the MOS.

EQUAL OPPORTUNITY COMPLAINTS

Soldiers and civilians alike have the right to work in an environment that is free of sexual harassment and any other form of illegal discrimination. This is a zero tolerance command for acts of sexual harassment or discrimination. You must encourage soldiers and civilians under your command to voice their equal opportunity complaints and grievances using their supervisory or immediate chain of command, although they have the right to by-pass their appointed chains of commands. Remember that equal opportunity is a readiness issue.

Approved Humanitarian Service Medals

According to USARC’s June 2000 COMMAND BULLETIN, “VOICE OF THE DOUBLE EAGLE”, HSMs were approved by HQ FORSCOM on Apr 7, 2000 for OKLAHOMA DISASTER RELIEF EFFORT, in Central Oklahoma from 4 May 99 to 20 Aug 99.

In accordance with a Department of Defense (DOD) change in HSM processing, commanders in the grade of O-6 and above are delegated authority to approve the individual award of HSM to members of the Armed Forces assigned to their command who participated for 1 day or more during the periods outlined above.

Commanders must ensure that the award of the HSM be given only to those who were physically present at the disaster location and had “Direct Hands on Participation.” An eligibility criterion for the HSM is provided in AR 600-8-22, Military Awards, para. 2-15.

DCSRM – COL FOUST

OFFICE OF FORCE DEVELOPMENT

Reminder - In accordance with the Changes to Tables of Distribution and Allowances (TDA) SOP, the suspense date for all personnel and equipment changes for fiscal year 2003 TPU TDAs are due to the Office of Force Development by 30 Sep 00.

RESOURCE MANAGEMENT

USARC is still experiencing problems with the Standard Finance System (STANFINS) to RLAS interface. On 11 Jul 00, all STANFINS data through 30 Jun 00 was downloaded into RLAS and this has caused the Sub Activity Group (SAG) for AT funding to go into a negative balance. The Resource Management section is working closely with DCSOPS,

90th RSC and USARC DCSCOMPT to resolve this deficit.

SJA – LTC HASBROOK

Deadbeat Parents Punishment Act

Soldiers are required to comply with support obligations contained in a valid court order or separation agreement. Failing either of those, AR 608-99 sets out a soldier's support requirements. Both garnishment and involuntary allotments can resolve nonpayment problems. Even with those tools, some parents remain determined to avoid payment of child support. However, the Deadbeat Parents Punishment Act, was signed into law in June of 1998 to deal with those who refuse to take their support obligations seriously.

The Act contains three categories of violators with punishments for each. The first category contains individuals who are more than one year behind in child support obligations for a child living in another state or, if less than one year owes more than \$5,000.00. If found guilty an individual may be fined or sentenced to up to six months imprisonment. The second category contains persons who travel to another state or country to avoid paying child support and who are in arrears for more than one year or owe more than \$5,000.00. The third category contains people who are more than two years behind or owe more than \$10,000.00. Those in the second or third categories and those from the first category with a previous conviction can be fined and imprisoned for more than two years. Restitution will be ordered, in an amount equal to the support obligation, for those found guilty.

The Act presumes that the parent had the financial ability to meet the court ordered support obligation. The individual may show that the amount ordered was unreasonable and they could not pay it. However, if faced with an order that is believed to be unfair or unreasonable, the individual should take immediate steps to modify the order rather than waiting until the Act comes into play.

DIVISION CHAPLAIN **CH (COL) JACK O. POE**

AREA COVERAGE FOR CHAPLAINS

1. There are several Brigades in our division that does not have a Chaplain Slot and thus no internal chaplain

coverage. The excellent soldiers of the Division live in all nine of our states plus a few others and may or may not drill with their units, except at Annual Training. Even those units with a chaplain and assistant may not have easy access to their chaplain, because of distance.

2. To fix this, we have divided our nine-state area into telephone area codes and have assigned each of our chaplains the additional duty of being responsible for both emergencies and meeting the needs of the soldier's family at their home of record. Our chaplains have begun contacting the chaplains in their region—from both the RSCs' and National Guard units—in our area of responsibility. When a call is made to the area coverage chaplain, they will deal with the concern initially and then call a chaplain who is geographically within 50 miles to the soldier in need. This chaplain will go out and meet with the soldier and his family.

3. The full time civilian staff and AGR personnel at USARC will keep the list below near their phone so a chaplain can be dispatched as quickly as possible to areas of need, when the soldier or family is unable to call themselves. Each "full-timer" should also have their unit chaplain's name and number in the same location for the same reason.

4. TELEPHONE AREA CODES CHAPLAIN'S NAME **CHAPLAIN'S PHONE NUMBER**

580,405,918,817,903 (W) (405) 297-1215	CH(COL) Jack O. Poe (H) (405) 947-1720
806,915,830,210 (W) (940) 723-4080	CH(MAJ) Song H. Pak (H) (940) 691-0555
417,314,816,573 Wren (W) (405) 270-5138	CH((CPT) Randall (H) (318) 898-9331
316,913,785 Bertholf (W) (405) 942-0207	CH(MAJ) Kirby (H) (405) 942-0207
501,870 Christophen (W) (501) 843-9448	CH(MAJ) James (H) (501) 843-5612
ALL OTHERS Dorough (W) (903) 984-2144	CH(CPT) James (H) (903) 984-4109
316,918,501,417 Clifton (W) (800) 490-6502	CH(LTC) Michael C. (H) (405) 234-7532

6. Please direct any further concerns and questions you have to CH (COL) Jack O. Poe, at 3409 Windsor Blvd., Oklahoma City, OK 73122, or phone me at 405-947-1720.

Division Surgeon – COL Allen

HOT WEATHER PHYSICAL TRAINING

Don't be a statistic this summer. Protect yourself from the heat. Heat and humidity can wreak havoc on one's body, particularly in the un-acclimatized individual. Just as your car's engine gets hot when you drive, your body heats up very quickly when you exercise. To get rid of most of this heat, you start sweating. When the humidity is low, sweat evaporates and cools your body. Crank up the humidity, however, and you increase your chances of a heat-related injury---although you may be sweating profusely, your body can't cool down.

Here are some tips to help the body to cool itself.

- Whether your thirsty or not, drink fluids throughout the day and before, during and after exercise. How much? At least 8-10 full glasses of water/day and more if you have been sweating heavily. Once you are well hydrated, give your body about 10 days to be acclimated to warmer weather. While acclimating, cut your workout back to 65-75% and then slowly build back up.
- Exercise in the morning or evening when the weather is the coolest. Avoid the 1000 to 1400 hr. time period.
- Choose clothes that are light in color and made of natural fiber, such as cotton.
- Use common sense - - don't exercise if the humidity and temperature are high. Wait a day if you have to.
- Finally, make yourself aware of the symptoms of heat exhaustion and take precautions. If you start feeling dizzy, weak, faint cold and clammy – stop exercising immediately, find a cool place to rest and drink cool fluids. Ignore these symptoms and you could develop a heat stroke.

Pay attention to these tips and you'll be ready for the fall APFT!

PAO – Major Coles

AT Missions

Members of the public affairs staff began a series of fragmented AT missions covering various 95th Division units during their AT missions. Coverage in recent weeks included 3/378/2 conducting FAOSUT at Fort Sill. This also included a story of picture of CPT Mayes, company XO. Another Fort Sill mission was coverage of the 95th Division band performing at a ceremony featuring Oklahoma Governor Frank Keating. The third AT mission was coverage of "pole climber" training at Little Rock, Arkansas.

Additional AT missions for the PAO section may include coverage of the ROTC advance camp at Fort Lewis and coverage of 95th Division units at Fort Sam Houston, Fort McCoy, and Fort Lee. These missions are pending and awaiting budgeting.

UPAR Program

A memorandum tasking each brigade and battalion with assigning as an additional duty a Unit Public Affairs Representative was distributed in May 2000. With the current budget situation for funding AT orders, it has become critical to fill the UPAR positions.

Here are some simple tips for submitting photographs to the public affairs office: (1) action – photos should show action, movement, not the standard "grip and grin," (2) only two or three people in a photo, not a large group and if the photo is about a piece of equipment show someone operating that equipment, (3) be sure that all soldiers in photos are in proper uniform, look for haircuts, appearance, and weight standards, and finally (4) crop the photo in the viewfinder and experiment with a variety of camera angles.

Here are some simple writing tips: (1) write in short concise sentences, (2) use action verbs, (3) omit unnecessary words and modifiers and (4) check grammar, spelling, and punctuation, (5) all stories and cut-lines under photos must include the rank, first name, middle initial, last name and unit identification of everyone in the photo. If someone is identified in the story, the same information is required.

For additional information about submission requirements, please contact SFC J. D. Hardesty, Public Affairs NCOIC, (918) 592-0736 or j._hardesty@okalliance.com or MAJ Teri Coles, Public

Affairs Officer, (405) 386-7261 or
tarcoles@compuserve.com.

Those battalions and brigades who have not appointed a UPAR need to do so immediately and notify the division public affairs office of the name and phone number of the soldier selected.

DCSENG – LTC DENOYA

Grand Prairie Dedication (reprint)

A dedication ceremony is planned for the Grand Prairie AFRC at 1000 on the 25th of August 2000. The Division Engineer LTC Denoya and MSG Bow will be present at the ceremony as well as many other guests from Federal, State and City Governments. Branches of service represented will be Army Reserves, Marines and the Navy.

IG – LTC TRIPP

The office of the Inspector General is currently looking for 2 E-7, or senior E-6, willing to assist their fellow soldiers in a most unique way.

The Inspector General serves commanders and their soldiers through the IG functions of teaching and training, inspections, investigations, and assistance. Congress formed the IG Corps in 1777 at the request of General George Washington. The primary purpose at that time was to monitor training and ensure all units met minimum common standards. Up to this time, each unit organized from a specific area and was trained by the commander. The quality of training was limited to the local expertise of the officers and senior NCO's that were recruited for the unit. The IG evaluated units and established training standards to be used by all units. The IG of today still is charged with ensuring training is to required standards.

Army leaders continually assess their organizations to determine the organization's capability to accomplish its wartime and peacetime missions. A valuable tool for the commander is the IG inspection. The 95th Division IG staff conducts about 12 to 15 inspections a year. We inspect all

brigade headquarters and one or two battalions in each brigade. In the past IG's used to take days inspecting every activity within a unit. Today, we inspect items that are of concern to the Division Commander.

When there are allegations of wrongdoing the IG conducts investigations to determine if there is any basis for the allegation. The IG can research the facts two different ways: investigations or inquiries. An investigation is more formal and used when the charges are serious. An inquiry is less formal and used for routine matters.

The activity that makes up most of the IG duties consists of assistance. Approximately 60% of IG activities are dedicated to assisting soldiers in one way or another. Probably one of the most important attributes for an IG to have is problem-solving abilities. This comes with experience, which is why most IG's are senior ranking NCO's and officers with several years of unit participation. If you have a problem, one of the best ways to help get it resolved is to contact the IG as soon as possible, AFTER using your chain of command. In most cases, the sooner the problem is reported, the easier it is to resolve.

The IG section is in need of an enlisted soldier preferably with a MOS of 71L or 92Y. The soldier should have above average NCOERs and meet APFT and weight standards. The selection process includes approval of The Inspector General in Washington. The position is nominative and it is possible not to be selected, which is why good records are recommended. If you are interested, please contact LTC Tripp at (405) 419-1611 for a nomination packet.

INTERNAL REVIEW – LTC Leblond

ANNUAL INTERNAL REVIEW PLAN

The Annual Internal Review (IR) Plan is due to the USARC in October. The IR goals are to conduct at least two Quick Response Audits and two Consulting

and Advisory visits. The areas of focus have been tentatively identified as an analysis of the Strategic Planning Cycle, Drill Sergeant Strength, DMOSQ, and Instructor Support. A quick response audit is very limited in scope with a report issued within the quarter in which the audit is conducted. A consulting and advisory visit is a service performed by the Internal Review Office which assists the command in the decision making process. This may involve the development of statistics, problem solving and resolution, or participation on a process action team. Please coordinate with the Office of Internal Review to recommend areas of focus or to obtain any of these services. Les Moffett may be contacted at the 95th Division HQ at 1-800-4ARMY95 X212 or by e-mail at MoffettLL@usarc-emh2.army.mil.

This memorandum applies to all primary, special, and personal staff members of the 95th Division (Institutional Training) Headquarters. This publication will be used to provide training and guidance to Brigade Staff Operations and Training Specialists (SOTS) and Supervisory Staff Administrators (SSA). This is one more example of the all-encompassing efforts being made to support our units and ensure mission success.

CRO – CPT HOOTEN

The Command Retention Office will begin the retention validation process again for TY 01 to all units in the Division. The same checklist with a few revisions will be used in the validation procedure. As always, we hope to continue to see improvements in Retention, Sponsorship, and Soldier Accountability Programs.

Every unit currently has a validation date established. The latest schedule is attached to this newsletter. If the date is problematic, please let us know. Once again, to pass validation, just make sure the things on the checklist are done prior to our arrival. MSG Barnette has already e-mailed the newly revised checklist to all brigades so that there will be no misconception of what is expected. All Brigade Retention NCOs in turn will need to contact the Command Retention Office and notify MSG Barnette as to when they would like their individual validations to occur. Those dates need to be locked down as soon as possible.

Validations are the way we take a temperature check of your unit's overall Retention Program. We feel that the only way we can truly determine if your

unit is healthy is by performing a thorough examination. Remember, the Retention NCO is not the only player and cannot do everything. The Commander, XO, CSM, and FTUS personnel are instrumental to having a successful program.

<u>1ST BDE</u>	<u>DATE</u>
HHB	21 Apr 01
1/354	10 Mar 01
2/354	18 Nov 00
1/355	4 Nov 00
2/355	18 Nov 00
3/355	3 Feb 01
RET NCO	No Data
<u>2ND BDE</u>	<u>DATE</u>
HHC	3 Mar 01
1/377	6 Jan 01
2/377	21 Apr 01
3/377	4 Aug 01
1/378	3 Mar 01
2/378	7 Jul 01
3/378	21 Apr 01
RET NCO	No Data
<u>3ND BDE</u>	<u>DATE</u>
HHC	6 Jan 01
1ST/95	20 Jan 01
2ND/95	9 Dec 00
3RD/95	2 Jun 01
4TH/95	13 Jan 01
5TH/95	24 Feb 01
6TH/95	21 Jun 01
RET NCO	No Data
<u>4TH BDE</u>	<u>DATE</u>
HHB	28 Apr 01
ORD DET	23 Jun 01
7TH/95	24 Feb 01
8TH/95	31 Mar 01
9TH/95	24 Mar 01
RTSMANT	N/A
RET NCO	No Data
<u>5TH BDE</u>	<u>DATE</u>

HHD	17 Mar 01
10TH/95	9 Jun 01
NURSE DET	20 Jan 01
3457TH	21 Jan 01
RET NCO	No Data
6TH BDE	DATE
HHC/NCOES	10 Feb 01
11TH/95	9 Jun 01
12TH/95	19 May 01
DSS	9 Dec 00
RET NCO	No Data
7TH BDE	DATE
HHC	2 Dec 00
1/379	19 May 01
2/379	5 May 01
B CO	7 Apr 01
FA COM	3 Feb 01
RET NCO	No Data
HHC DIV	DATE
HHC	5 May 01
BAND	9 Jun 01

SGS – CPT BRANCH

Army's Professional Reading List

As the Army turns 225 years old this year, the Army Reserve celebrates its 92nd Birthday. We--the citizen-soldiers--continue to build upon the legacy that began on April 23, 1908, when Congress passed the Senate Bill 1424.

Since that historic day, increases in our participation into global events expand the role of our units and calls for us to amass our war fighting skills. The objective is clear-cut. Civilian and military leadership must work together to eliminate barriers while forming a seamless Total Force. One way that we accomplish this feat is by learning more about our Army's heritage.

Studying Army's heritage helps us to hone warrior skills. It teaches us that developing superior skills outweighs superior numbers in most cases. In the words of Sun Tzu, "The best way to defeat an enemy is to defeat his strategy. The best way to defeat his strategy is to adopt it." One way to adopt the strategy of the past is by beginning a self-paced professional reading program.

Gen. Eric K. Shinseki, Army Chief of Staff, felt this was so imperative to good leadership that he developed and released a recommended professional reading list in mid-June to major Army commands—for further distribution down as low as company-level. Gen. Shinseki states, "We can never spend too much time thinking about our profession. There is no better way to develop the sure knowledge and confidence required of American's most demanding occupation than a disciplined, focused commitment to a personal course of reading and study."

This professional reading list is for officers and NCOs alike. It was developed to assist the professional self-development of the reader while deepen each soldier's appreciation of their military heritage.

Listed below is Gen. Shinseki's recommended professional reading list for your review:

List 1—For Cadets, Soldiers and Junior NCO's

Band of Brothers by Stephen Ambrose
The Long Grey Line by Rick Atkinson
The Greatest Generation by Tom Brokaw
This Kind of War by T.R. Fehrenbach
America's First Battles by Charles E. Heller and William A. Stofft
A Concise History of the U.S. Army: 225 Years of Service by David W. Hogan Jr.
The Face of Battle by John Keegan
We Were Soldiers Once and Young by Harold Moore and Joe Galloway
Once an Eagle by Anton Myrer
The Killer Angels by Michael Shaara

List 2—For Company Grade Officers and Company Cadre NCO's

Citizen Soldiers by Stephen Ambrose
The War to End All Wars by Edward Coffman
The Soldier and the State by Samuel P. Huntington
Embattled Courage: The Experience of Combat in the American Civil War by Gerald F. Linderman
Company Commander by Charles B. Macdonald
Men Against Fire: The Problem of Battle Command in Future War by S.L.A. Marshall
For the Common Defense by Allan R. Millet and Peter Maslowski
Certain Victory by Robert H. Scales Jr.
General George C. Marshall: Soldier-Statesman of the American Century by Mark A. Stoler
Buffalo Soldiers (Black Saber Chronicles) by Tom Willard

List 3—For Field Grade Officers and Senior NCO's

East of Chosin by Roy Appleman
Army for Empire by Graham Cosmas
The Evolution of U.S. Tactical Doctrine, 1946-76 by Robert Doughty
Jomini and His Summary of the Art of War by Antoine Henri Jomini
Three Battles: Arnaville, Altuzzo and Schmid by Charles B. Macdonald
Battle Cry of Freedom by James McPherson
The Challenge of Command by Roger H. Nye
Summons of the Trumpet by Dave Palmer
Supplying War by Martin Van Creveld

List 4—For Senior Leaders Above Brigade Level

On War by Carl von Clausewitz, edition by Paret and Howard
Command Decisions by Keble Greenfield
War in European History by Michael Howard
The Rise and Fall of Great Powers by Paul Kennedy
Diplomat by Henry Kissinger
Military Innovation in the Interwar Period by Williamson Murray and Alan R. Millett
Thinking in Time by Neustadt and May
Makers of Modern Strategy by Peter Paret
An American Profession of Arms by William Skelton
On Strategy by Harry Summers
The Peloponnesian War by Thucydides

“Follow, Lead, or Enjoy the View”

95th Division (IT) VICTORY TEAM!